

Diversity Steering Committee Meeting Summary

April, 2005

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

- We are pleased to report that the results of the one-year study conducted by the Multicultural Task Force and the Task Force on Women's Issues are in. Below are some of the highlights:

Multicultural Task Force Report:

The Task Force conducted a series of focus groups of the Tempe workforce to identify the multicultural issues faced by City employees. Focus group participants were overwhelmingly supportive of the efforts that the City has made in addressing multicultural issues, including the creation of the Diversity Office, the hosting of diversity-related events, the now 6-Sided Partnership, and the creation of the Task Force itself. On the other hand, the Task Force's study showed that there is an overall lack of understanding of the City's expectations regarding multicultural issues. In addition, the Good Old Boy Network still exists especially among the Police Department's promotional and special assignment testing practices, and there is still a strong perception that HR is not a safe environment for employee concerns.

Task Force on Women's Issues Report:

This Task Force conducted a series of focus groups of the women in the Tempe workforce to identify the needs, areas of opportunity and challenges faced by women. The Task Force discovered that although no official grievances for gender or age discrimination have been filed through HR or the Diversity Office, discrimination issues still exist. They recommended that in the future some type of evaluation process continue to examine the organizational health of the workforce. In addition, the Task Force recommended use of the intranet TLC and HR web pages to highlight skills needed for open positions and to utilize the employee Care Fair in order to attract women for non-traditional jobs. Childcare was cited as a concern by many focus group participants. The Task Force thus recommended that the Steering Committee spearhead forming a special task force to explore options for the City to consider, analyzing the pros, cons, and fiscal impacts of each option.

- Both Task Force groups stated that the City has great tools in place to address diversity and should continue its efforts. They also recommended that the Diversity Steering Committee continue to develop opportunities for employees to voice concerns through forums, focus groups and task forces. Both Task Force reports have been made available online at www.tempe.gov/diversity for your review and feedback.
- The Diversity Steering Committee will plan a retreat in the near future to review recommendations made by the Multicultural and Women's Task Force Committees, as well as the follow-up diversity audit. An organizational plan of action to address those issues will be developed. In the meantime, the Steering Committee would like to give the 6-Sided Partnership an opportunity to review and provide feedback on the findings from the Task Force groups. The Steering Committee would like the Task Force groups to present their findings to Mayor and Council during the upcoming Issue Review Session May 19, 2005.